**National Chung Hsing University
Regulations Governing Faculty Seniority and Pay Raises**

 December 8, 2017— Formulated by the 79th University Council meeting

 December 20, 2019— (Article 5) amended by the 87th University Council meeting

 December 25, 2020— (Article 5) amended by the 91st University Council meeting

 June 4, 2021— (Article 5) amended by the 93rd University Council meeting

Article 1 The following regulations have been formulated in accordance with Article 9, Paragraph 3 of the *Enforcement Rules for the Teacher Remuneration Act*.

Article 2 The term “faculty members” herein shall include certified full-time teachers and research fellows at National Chung Hsing University (hereinafter, NCHU or “the University”).

These regulations shall apply mutatis mutandis to specialty trade technicians and teaching assistants.

Article 3 Following their first academic year of service at the University, faculty members shall undergo an evaluation of their teaching, research, counseling, and service performance on an annual basis, the results of which shall determine whether they may receive a pay raise in their base salary (or seniority pay) until they reach the highest possible seniority pay for their rank.

Article 4 The Personnel Department shall prepare a list of faculty members who are eligible for a pay raise for each second-level academic unit (departments, graduate institutes, programs, and centers) for a preliminary review, then forward it to the top-level academic unit (colleges and centers) for a secondary review, and to the NCHU President for approval.

Article 5 Under any of the following circumstances, a faculty member shall be ineligible for a pay raise:

1. They are currently paid the highest possible seniority pay for their rank.

2. They have been assigned to a different salary grade due to a promotion or change of appointment in the middle of an academic year.

3. They have served at the University for less than one year, unless they have previously served as a certified full-time faculty member at another public or private institution where their original pay grade was subject to the Table of Faculty Ranks at Public Educational Institutions.

4. They have requested unpaid leave lasting more than one month in the given academic year.

5. They have committed a violation of Article 14 of the NCHU Full-Time Faculty Appointment Contract AND have been ruled ineligible for a pay raise by the competent faculty evaluation committee in accordance with Article 9, Paragraph 1, Subparagraph 8 of the University’s *Faculty Evaluation Guidelines*; or have been subject to disciplinary action under Articles 14 through 16, 18, 21, or 22 of the *Teachers’ Act*.

6. They failed the re-evaluation for an annual faculty evaluation and have been ruled ineligible for a pay raise by the college- or University-level faculty evaluation committee in accordance with Article 9, Paragraph 1, Subparagraph 8 of the University’s *Faculty Evaluation Guidelines*.

7. They are unable to obtain a promotion by the deadline stipulated in Article 9, Paragraph 2 of the University’s *Faculty Evaluation Guidelines* or the extended deadline specified by the competent faculty evaluation committee.

8. They have been reappointed as a project teacher in accordance with Article 13 of the University’s *Regulations Governing the Appointment of Project Teachers and Researchers*.

9. They failed to fulfill the obligations stipulated in Article 32 of the *Teachers’ Act* and have been ruled ineligible for a pay raise by the competent faculty evaluation committee.

10. They have violated other applicable regulations and have been ruled ineligible for a pay raise by the University.

Those falling under Subparagraph 7 above shall be ineligible for pay raises from August 1 of the year in which their promotion deadline lapses until August 1 of the year in which they eventually obtain a promotion. Those falling under Subparagraph 8 above may be granted a pay raise beginning on August 1 of the year in which they obtained a promotion and receive a change of appointment to a certified full-time faculty member.

Article 6 Unless otherwise stipulated, these regulations shall apply *mutatis mutandis* to full- time project-based teachers hired with the University Endowment Fund.

Article 7 Matters unaddressed herein shall be subject to other applicable laws and regulations.

Article 8 These regulations and any amendments made hereto shall be implemented upon passage by the University Council.